

Director of Central Intelligence  
Meeting With Administration Management Advisory Group

7 March 1978

AGENDA

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| TOPIC | I   | Follow-up remarks by the DCI regarding personnel "flow-through." Reference DCI/ADMAG meeting of 27 May 1977. | (10 minutes) |
| TOPIC | II  | General Discussion   | (20 minutes) |
| TOPIC | III | Problems in Communications   | (10 minutes) |
| TOPIC | IV  | Agency Stability   | (10 minutes) |

- I. Follow-up remarks by the Director of Central Intelligence regarding personnel "flow-through." Reference the DCI/ADMAG meeting of 27 May 1977, and a subsequent memorandum from ADMAG to the DCI, dated 2 June 1977, subject, ADMAG Suggestions for the DCI.
- II. General Discussion. ADMAG would appreciate your views and insights on the following questions:
  - What do you perceive as the role of the new DDCI?
  - What role will the Executive Advisory Group (EAG) have in the future management of the Agency?
  - Do you anticipate further reorganization and additional personnel reductions in the Agency?
  - Regarding the current optional retirement exercise (discontinued service), is it possible to establish a uniform policy that would be standard throughout all Agency components?
  - How do you see the existing structure of the DDA supporting the new reorganization of the Intelligence Community Staff, with reference to budgeting, space, communications and data processing?
  - What progress has been made to implement inter and intra directorate rotations in the Agency?
- III. ADMAG members are of the opinion that there is a lack of adequate communications on items which impact on Agency personnel. This became apparent during recent events such as the reorganization and Congressional investigations.
  - A. Areas of Concern
    - Recent articles in Time and Newsweek, if factual, have provided more information to many employees than Agency publications and communications channels. Much of this information is not communicated to many employees.
    - Greater effort should be made to brief employees regarding Agency structure, mission and accomplishments. A failure to do so may result in employees having erroneous perceptions obtained from overt publications, media presentations and books by disgruntled former employees.

B. Solutions and Recommendations

- Consideration should be given to an Agency-wide publication similar in concept to the DDA Exchange magazine. Additionally, senior-level managers should have more personal contact with employees.
- Recommend that the CIA Guest Speaker Program be expanded to include presentations by Agency components, as well as Agency speakers having specialized knowledge in specific areas.

IV. There is concern among ADMAG members that a state of uncertainty exists in the Agency due to new managers, reorganization and the concept of openness/publicity.

A. Areas of Concern

- Employee morale is suffering due to internal instability.
- A lack of job concentration among employees prevents the proper attention and effort given to the production of quality intelligence.
- A lack of decision at all levels, as perceived by employees, prompts a feeling of uncertain direction.

B. Solutions and Recommendations

- Move swiftly to complete all personnel and reorganizational changes, thereby promoting continuity and stability.
- "Draw the curtain" on the publicity that the Agency is getting; e.g., Time and Newsweek articles.